

**System and Method for Establishing Automated
Resource Reduction Criteria**

ABSTRACT

5 A system and method for establishing automated resource
reduction criteria is provided. An organization plans a
resource reduction by identifying skill groups, such as
"programmers," "engineers," and "business planner," that have
surplus numbers of employees. For each of the identified skill
groups, one or more evaluation templates is created. Evaluation
10 templates may also be created based upon the level of the
employee. For example, "junior programmers" would be evaluated
using a different evaluation template than used for "senior
programmers." Evaluation templates are used to build other
evaluation templates by changing the review factors used by
15 managers in evaluating the employees. The evaluation templates
can be stored in a database for organization and retrieval and
revised as needed to reflect the skills expected of employees
within a particular skill group.